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Credential Verification Services

Marlene Cummings, Secretary of the Wisconsin Department of Regulation and Licensing (DORL), announced an expansion of credential verification services offered through the DORL web site.

Cummings said the department has added a feature at the department's web site (<http://www.drl.state.wi.us>) which will allow employers and members of the public to verify the status of professional credentials held by nearly 280,000 individuals.

Once the department's web site is accessed, users may click on "Credential Holder Query" and they will gain access to the department's credential data base where they can verify whether an individual holds a current license in any of the professions regulated by the department.

makes it easier for the public to verify whether a person is entitled to practice a profession in Wisconsin," Cummings said. "It will also be an effective deterrent to efforts by any individuals to successfully misrepresent their credential status since anyone with a computer and internet access can quickly verify whether the credential is actually held by that individual," Cummings added.

Short Notes on the Nursing Shortage

To find out more about the new nursing shortage and what health care organizations are doing about it, William M. Mercer, the world's leading human resources consulting firm, conducted a survey of health care organizations and reported the results in August, 1999.

Mercer's research noted that attraction and retention are influenced by three sets of factors: external influences, such as the local labor market or the overall economic climate; organizational practices, including programs, policies and "work climate"; and individual attributes, or characteristics of the employee population that may indicate their likelihood or joining or staying with a given employer.

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"Giving employers and consumers the ability to directly access this information on the Internet

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Seventeen retention tactics were identified by nurses. They are listed below starting with the highest rated.

Retention Tactics: 1) New clinical advancement programs; 2) Enhanced continuing education; 3) Enhanced supplemental pay plans; 4) Flexible scheduling/shifts; 5) Base pay increases; 6) Regular staff sensing/involvement initiatives; 7) New processes to assist in care delivery; 8) Addressing staffing by using rotations/float pools; 9) Addressing staffing by using unlicensed personnel; 10) Changing the patient care delivery model; 11) Increasing staff understanding of organizational mission, goals and initiatives; 12) Management training/skill building; 13) Retention bonuses; 14) Enhancing collaboration with support departments; 15) Physician relations programs; 16) Variable pay/incentives; 17) New work environment/culture initiatives.

Mercer described ten causes of turnover. They are listed starting with the primary reason:

Causes of Turnover: 1) Increased market demand; 2) Workload/staffing; 3) Better pay elsewhere; 4) More flexible scheduling elsewhere; 5) Better career/developmental opportunities elsewhere; 6) More desirable work culture elsewhere; 7) Better benefits elsewhere; 8) Inadequate managerial skills; 9) Physician relationships; 10) Better employer reputation elsewhere.

Article courtesy of the Wisconsin Nurses Association Publication Volume 69, No. 6, June 2000

Patient Abandonment

The Board of Nursing has been asked to respond to inquiries for a position statement addressing the term “patient abandonment”.

The Administrative Code “Rules of Conduct”, Chapter N 7.04 defines “Misconduct or Unprofessional Conduct” as used in s. 441.07(1)(d), Stats., “misconduct or unprofessional conduct” means any practice or behavior which violates the minimum standards of that profession necessary for the protection of the health, safety, or welfare of a patient or the public.”

The term “patient abandonment” is not defined within the Rules of Conduct. However, patient abandonment issues are addressed by the Board of Nursing under “unprofessional conduct.” The Board of Nursing considers each complaint based on individual circumstances and facts of the situation.

The Board only has the authority specifically granted by the Nurse Practice Act / Rules of Conduct and the interpretation of what constitutes “unprofessional conduct.” The Board’s authority does not extend to employer-employee relationships, such as staffing issues and mandatory overtime.

The Board encourages nurses and employers to be aware of the Nurse Practice Act, including the grounds for discipline, and to make appropriate reports to the Board when necessary. Conduct which is not actionable by the Board is most appropriately addressed by the employer or nurse consistent with employment laws, rules, and policies.

Mutual Recognition: State Compact Bill Status as of July 27, 2000.

The following information shows the status of bills introduced in different states in order to enact the interstate nurse licensure compact. This information is available at <http://www.ncsbn.org/files/mutual/billstatus.asp> for future reference.

STATE	BILL #	STATUS	DATE OF LAST ACTION	EFF. DATE
AK	S28	Signed by Governor	2/24/99	7/2/00
DE	HB439	Signed by Governor	6/23/00	7/1/00
ID	H405	To Health and Welfare Committee	1/17/00	NA
IA	HF2105	Signed by Governor	3/16/00	7/12/00
ME	LD2558	Legislature and Governor Have Empowered the Board of Nursing to Enter a Written Licensure Compact Through Rule-making; Board Action Pending	4/12/00	No later than 9/1/00
MD	S590	Signed by Governor	4/27/99	7/1/99
MS	H535	Signed by Governor	4/22/00	7/1/01
NE	L523	Signed by Governor	2/15/00	1/1/01
NC	S194	Signed by Governor	7/2/99	7/1/00
SD	H1045	Signed by Governor	2/16/00	1/1/01
TX	H1342	Signed by Governor	6/19/99	1/1/00
UT	S146	Signed by Governor	3/14/98	1/1/00
WI	A305	Signed by Governor	12/17/99	1/1/00

Governor Signs Whistleblower Bill (Act 176)



Front row l-r: Ann Conway (WNA Public Policy), Stephanie Bloomingdale (AFL-CIO), Gina Dennik-Champion (WNA Exec. Dir.), Rep. Gregg Underheim, Gov. Thompson, Sen. Gary George, Sen. Judy Robson, Sen. Richard Grob Schmidt.

On May 17, 2000, Governor Tommy Thompson signed into law a bill that will protect consumers and improve health care by encouraging health care workers to report problems with quality of care. "This law ensures that health care workers who report violations of professional standards, medical errors and near misses are protected from retaliation by their employers," said Rep. Robson. "The intent is to increase reporting in order to reduce the frequency of medical errors and negligence. Only when we know how and why medical errors occur can we work to reduce them."

The National Academy of Science's Institute of medicine recently estimated that as many as 98,000 Americans die every year from medical mistakes made by physicians, pharmacists and other health care professionals.

Under the new law, health care workers will be able to file complaints with the Department of Workforce Development if they believe they were punished for reporting conditions that posed a risk to public health or safety, such as patient abuse, inadequate staffing levels and unsanitary conditions.

"This law gives the same protection to health care workers that is currently enjoyed by nursing home employees who report elder abuse, to state employees who report abuse of authority, and to state and local government employees who report occupational safety and health hazards," Robson said.

Employers found to have unfairly disciplined doctors, nurses, pharmacists, social workers and other health care workers will face up to \$10,000 in civil fines under the law.

For a copy of Act 176 visit the State Legislature web site at www.legis.state.wi.us and click on Acts, or call the WNA office.

We would like to express our appreciation to Sen. Robson and Rep. Underheim for their efforts in getting this bill passed.

Article and picture courtesy of the Wisconsin Nurses Association Publication, Vol. 69, No. 6, June 2000.

New Worker Protections for Health Care Industry Go Into Effect

Workers who blow the whistle on health care facilities or providers are protected against retaliation under a new state law that became effective June 1, 2000.

Under 1999 WI Act 176, an employee may not face workplace reprisals for making a good faith report of any potential violations of state or federal law by a health care facility or provider, or who reports any situation where care is given in a manner that violates state or federal standards or recognized clinical or ethical procedures.

The kind of reports contemplated by the law include internal reports to any director, officer or supervisor of the health care facility or provider, reports to an agency or body that accredits, certifies or approves the facility or provider, or another state agency. Not covered are reports where disclosure is prohibited by state or federal law.

Victims of unlawful retaliation may file a complaint with the Equal Rights Division of the Wisconsin Department of Workforce Development. Complaints must be filed within 300 days of the retaliation or threat of retaliation.

The law also requires health care industry employers to post a notice that explains an employee's rights under the law. Copies of the poster may be obtained through the Madison office of the Division of Equal Rights by calling (608) 266-6860, or it can be downloaded from the Department of Workforce Development website at www.dwd.state.wi.us/er/.

For help with questions regarding the poster, contact Paul Fieber, Division of Equal Rights at (608) 267-9464.

1999 WISCONSIN ACT 176

AN ACT *to amend* 111.322 (2m) (a) and 111.322 (2m) (b); and *to create* 106.06 (6), 146.997 and 230.45 (1) (L) of the statutes; **relating to:** disciplinary action against an employee of a health care facility or a health care provider who reports a violation of the law or a violation of a clinical or ethical standard by the health care facility or health care provider or by an employee of the health care facility or health care provider and providing a penalty.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 106.06 (6) of the statutes is created to read:

106.06 (6) The division shall receive complaints under s. 146.997 (4) (a) of disciplinary action taken in violation of s. 146.997 (3) and shall process the complaints in the same manner that employment discrimination complaints are processed under s. 111.39.

SECTION 2. 111.322 (2m) (a) of the statutes is amended to read:

111.322 (2m) (a) The individual files a complaint or attempts to enforce any right under s. 103.02, 103.10, 103.13, 103.28, 103.32, 103.455, 103.50, 104.12, 109.03, 109.07 or, 109.075 or 146.997 or ss. 101.58 to 101.599 or 103.64 to 103.82.

SECTION 3. 111.322 (2m) (b) of the statutes is amended to read: 111.322 (2m) (b) The individual testifies or assists in any action or proceeding held under or to enforce any right under s. 103.02, 103.10, 103.13, 103.28, 103.32, 103.455, 103.50, 104.12, 109.03, 109.07 or, 109.075 or 146.997 or ss. 101.58 to 101.599 or 103.64 to 103.82.

SECTION 4. 146.997 of the statutes is created to read:

146.997 Health care worker protection. (1) DEFINITIONS. In this section:

(a) “Department” means the department of workforce development.

(b) “Disciplinary action” has the meaning given in s. 230.80 (2).

(c) “Health care facility” means a facility, as defined in s. 647.01 (4), or any hospital, nursing home, community-based residential facility, county home, county infirmary, county hospital, county mental health complex, tuberculosis sanatorium or other place licensed or approved by the department of health and family services under s. 49.70, 49.71, 49.72, 50.03, 50.35, 51.08, 51.09, 58.06, 252.073 or 252.076 or a facility under s. 45.365, 51.05, 51.06, 233.40, 233.41, 233.42 or 252.10.

(d) “Health care provider” means any of the following:

1. A nurse licensed under ch. 441.
2. A chiropractor licensed under ch. 446.
3. A dentist licensed under ch. 447.

4. A physician, podiatrist or physical therapist licensed under ch. 448.

5. An occupational therapist, occupational therapy assistant, physician assistant or respiratory care practitioner certified under ch. 448.

6. A dietician certified under subch. V of ch. 448.

7. An optometrist licensed under ch. 449.

8. A pharmacist licensed under ch. 450.

9. An acupuncturist certified under ch. 451.

10. A psychologist licensed under ch. 455.

11. A social worker, marriage and family therapist or professional counselor certified under ch. 457.

12. A speech-language pathologist or audiologist licensed under subch. II of ch. 459 or a speech and language pathologist licensed by the department of public instruction.

13. A massage therapist or bodyworker issued a license of registration under subch. XI of ch. 440.

14. An emergency medical technician licensed under s. 146.50 (5) or a first responder.

15. A partnership of any providers specified under subds. 1. to 14.

16. A corporation or limited liability company of any providers specified under subds. 1. to 14. that provides health care services.

17. An operational cooperative sickness care plan organized under ss. 185.981 to 185.985 that directly provides services through salaried employees in its own facility.

18. A hospice licensed under subch. IV of ch. 50

19. A rural medical center, as defined in s. 50.50 (11).

20. A home health agency, as defined in s. 50.49 (1)(a).

(2) REPORTING PROTECTED. (a) Any employe of a health care facility or of a health care provider who is aware of any information, the disclosure of which is not expressly prohibited by any state law or rule or any federal law or regulation, that would lead a reasonable person to believe any of the following may report that information to any agency, as defined in s. 111.32 (6) (a), of the state; to any professionally recognized accrediting or standard-setting body that has accredited, certified or otherwise approved the health care facility or health care provider; to any officer or director of the health care facility or health care provider; or to any employe of the health care facility or health care

provider who is in a supervisory capacity or in a position to take corrective action:

1. That the health care facility or health care provider or any employee of the health care facility or health care provider has violated any state law or rule or federal law or regulation.

2. That there exists any situation in which the quality of any health care service provided by the health care facility or health care provider or by any employee of the health care facility or health care provider violates any standard established by any state law or rule or federal law or regulation or any clinical or ethical standard established by a professionally recognized accrediting or standard-setting body and poses a potential risk to public health or safety.

(b) An agency or accrediting or standard-setting body that receives a report under par. (a) shall, within 5 days after receiving the report, notify the health care facility or health provider that is the subject of the report, in writing, that a report alleging a violation specified in par. (a) 1. or 2. has been received and provide the health care facility or health care provider with a written summary of the contents of the report, unless the agency, or accrediting or standard-setting body determines that providing that notification and summary would jeopardize an ongoing investigation of a violation alleged in the report. The notification and summary may not disclose the identity of the person who made the report.

(c) Any employee of a health care facility or health care provider may initiate, participate in or testify in any action or proceeding in which a violation specified in par. (a) 1. or 2. is alleged.

(d) Any employee of a health care facility or health care provider may provide any information relating to an alleged violation specified in par. (a) 1. or 2. to any legislator or legislative committee.

(3) DISCIPLINARY ACTION PROHIBITED.

(a) No health care facility or health care provider and no employee of a health care facility or health care provider may take disciplinary action against, or threaten to take disciplinary action against, any person because the person reported in good faith any information under sub. (2) (a), in good faith initiated, participated in or testified in any action or proceeding under sub. (2) (c) or provided in good faith any information under sub. (2) (d) or because the health care facility, health care provider or employee believes that the person reported in good faith any information under sub. (2) (a), in good faith initiated, participated in or testified in any

action or proceeding under sub. (2) (c) or provided in good faith any information under sub. (2)(d).

(b) No health care facility or health care provider and no employee of a health care facility or health care provider may take disciplinary action against, or threaten to take disciplinary action against, any person on whose behalf another person reported in good faith any information under sub. (2) (a), in good faith initiated, participated in or testified in any action or proceeding under sub. (2)(c) or provided in good faith any information under sub. (2) (d) or because the health care facility, health care provider or employee believes that another person reported in good faith any information under sub. (2) (a), in good faith initiated, participated in or testified in any action or proceeding under sub. (2) (c) or provided in good faith any information under sub. (2) (d) on that person's behalf.

(c) For purposes of pars. (a) and (b), an employee is not acting in good faith if the employee reports any information under sub. (2) (a) that the employee knows or should know is false or misleading, initiates, participates in or testifies in any action or proceeding under sub. (2)(c) based on information that the employee knows or should know is false or misleading or provides any information under sub. (2) (d) that the employee knows or should know is false or misleading.

(4) ENFORCEMENT. (a) Subject to par. (b), any employee of a health care facility or health care provider who is subjected to disciplinary action, or who is threatened with disciplinary action, in violation of sub. (3) may file a complaint with the department under s. 106.06 (6). If the department finds that a violation of sub. (3) has been committed, the department may take such action under s. 111.39 as will effectuate the purpose of this section.

(b) Any employee of a health care facility operated by an agency, as defined in s. 111.32(6) (a), of the state who is subjected to disciplinary action, or who is threatened with disciplinary action, in violation of sub. (3) may file a complaint with the personnel commission under s. 230.45(1) (L). If the personnel commission finds that a violation of sub. (3) has been committed, the personnel commission may take such action under s. 111.39 as will effectuate the purpose of this section.

(c) Section 111.322 (2m) applies to a disciplinary action arising in connection with any proceeding under par. (a) or (b).

(5) CIVIL PENALTY. Any health care facility or health care provider and any employee of a health care facility or health care provider who takes disciplinary action against, or who threatens to take

disciplinary action against, any person in violation of sub. (3) may be required to forfeit not more than \$1,000 for a first violation, not more than \$5,000 for a violation committed within 12 months of a previous violation and not more than \$10,000 for a violation committed within 12 months of 2 or more previous violations. The 12-month period shall be measured by using the dates of the violations that resulted in convictions.

(6) POSTING OF NOTICE. Each health care facility and health care provider shall post, in one or more conspicuous places where notices to employees are customarily posted, a notice in a form approved by the department setting forth employees' rights under this section. Any health care facility or health care provider that violates this subsection shall forfeit not more than \$100 for each offense.

SECTION 5. 230.45 (1) (L) of the statutes is created to read: 230.45 (1) (L) Receive complaints under s. 146.997(4) (a) of disciplinary action taken in violation of s. 146.997 (3) and, except as provided in sub. (1m), process the complaints in the same manner that employment discrimination complaints are processed under s. 111.39.

SECTION 6. Nonstatutory provisions.

(1) EMPLOYEE NOTIFICATION. Within 90 days after the effective date of this subsection, each health care facility, as defined in section 146.997 (1) (b) of the statutes, as created by this act, and each health care provider, as defined in section 146.997 (1) (c) of the statutes, as created by this act, shall inform its employees of their rights and remedies under this act.

SECTION 7. Initial applicability.

(1) COLLECTIVE BARGAINING AGREEMENTS. This act first applies to an employee of a health care facility, as defined in section 146.997 (1) (b) of the statutes, as created by this act, or of a health care provider, as defined in section 146.997 (1) (c) of the statutes, as created by this act, who is affected by a collective bargaining agreement that contains provisions inconsistent with this act on the day on which the collective bargaining agreement expires or is extended, modified or renewed, whichever occurs first.

Disciplines

BONNIE HAPPE GEISER RN

MUKWONAGO WI

REPRIMAND

On or about 9/2/91 in error administered 0.3 cc of Sus-Phrine intravenously rather than subcutaneously to a patient assigned to her care. On her own initiative obtained education in medication administration. Effective 1/7/2000. Sec. 441.07(1), Stats. N 7.03(1)(b), 7.04(15) Case #LS0001074NUR

JUNE M KRUCK LPN

MALONE WI

REPRIMAND

Took two samples of penicillin from supplies at her employer without a prescription or other authorization, and administered them to her husband. Effective 1/7/2000. N 7.04(2) Case #LS0001078NUR

DONNA JEAN KREYE LPN

WABASHA MN

EDUCATION

Failure to maintain competency in practice and methods of nursing care. Effective 3/7/2000. N 7.03(1)(b) Case #LS0003072NUR

SYLVIA DENISE GALLEGOS LPN

STEVENS POINT WI

LIMITED/COSTS

Hanging a feeding for a patient more than 3 hours after the feeding was scheduled and permitting the feeding to infuse for more than 3 hours, when the physician order specified not more than two hours. Effective 1/7/2000. N 7.03(1)(c) Case #LS0001073NUR

JUDY MARIE NOEL LPN

CRIVITZ WI

REPRIMAND/LIMITED

During January 1998 through September 1998 wasted 48 doses of medication. The medications were Percocet and Vicodin. Her rate of wasting medications was 99 times that of other nurses working at her job site. She acknowledges errors in wasting drugs and documentation, and denies that any of the drugs were diverted. Effective 1/7/2000. Sec. 441.07(1)(b),(c),(d), Stats. N 7.03(1)(a),(b),(c), 7.04(2),(6),(15) Case #LS00010711NUR

LAURALEE L THEAMA LPN

DELAFIELD WI

SUSPENDED/COSTS

Since the issuance of a 7/9/98 board order she has failed to arrange for the submission of quarterly work reports by her nursing employer(s), as required under the board's orders. Her license is suspended for a period of not less than 30 days. Effective 1/7/2000. Sec. 441.07(1), Stats. N 7.04(14),(15) Case #LS9906091NUR

IRENE A POLLACK LPN

SPARTA WI

REPRIMAND/LIMITED

Failed to advise necessary personnel of a patient's full code status and failed to initiate CPR when the patient's condition required such action. Complete a course in nursing ethics. Effective 5/19/2000. N 7.03(1)(b) Case #LS00051912NUR

CHRISTY L BIERSTEKER RN

SEYMOUR WI

SUSPENDED

While employed had a non-excepted relationship with an inmate consisting of engaging in non-work related telephone calls, receiving non-work related telephone calls, writing one non-work related note, receiving approximately ten non-work related notes, receiving money from the inmate to transfer to another inmate's prison account. Engaged in inappropriate sexual contact and behavior. All of these events were in violation of the Fraternization Policy. Suspend at least 2 years. May petition for the termination of the suspension after two years. Effective 1/18/2000. Sec. 441.07(1)(d), Stats. N 7.04(11) Case #LS9909153NUR

JANINE M CLAVEY RN

GREAT LAKES IL STAYED SUSPENSION/
LIMITED

While on duty she took 12 Xanax tablets from her own prescription and become disoriented. Suspended indefinitely; suspension stayed for 3 months. Effective 3/3/2000. N 7.03(2),(3), 7.04(2),(15) Case #LS9911301NUR

DESMOND G WOZNAK LPN

WEST ALLIS WI

SUSPENDED/COSTS

Began catheterization of a resident who became resistive and combative, grabbing the nurse's arm and scratching his skin. Reacted by slapping the resident on her cheek in an attempt to stop her from scratching his arm. Suspended indefinitely. Effective 7/7/2000. Sec. 441.07(1)(c),(d), Stats. N 7.03(1), 7.04(4),(15) Case #LS0001261NUR

ELAINE K MAIER RN

CUDAHY WI

REPRIMAND/COSTS

Failed to chart the administration of nitroglycerin to a patient and failed to report the change in the patient's condition to a supervisor or the patient's physician. Administered a nitroglycerin tablet to the patient without a medical order and failed to chart the administration of the medication or report the changes in the patient's condition. Effective 1/7/2000. N 7.03(1)(c), 7.04(2),(15) Case #LS00010710NUR

PATRICIA D BEHRENDT RN

MILWAUKEE WI

EDUCATION

Failed to replace an oxygen tank for a patient. Complete education program by 11/19/2000. Effective 5/19/2000. Sec. 441.07(1)(d), Stats. N 7.04(4) Case #LS0003021NUR

DIANE BONHAM RN

SPRINGFIELD WI

SUSPENDED

Terminated from employment for diverting and using injectable morphine while on duty. Suspended indefinitely. Effective 5/19/2000. N 7.03(2), 7.04(1), (2), (15) Case #LS00051911NUR

DEMETRIUS LEVERT MACK LPN

MILWAUKEE WI

VOLUNTARY SURRENDER

Found guilty of identity theft and felony theft by fraud. Effective 5/19/2000. N 7.04(1),(12),(13),(15) Case #LS00051913NUR

PAULA R YURCHAK RN

KENOSHA WI

REPRIMAND

Record deficiencies with regard to a patient. Effective 3/7/2000. N 7.04(6) Case #LS0003073NUR

KAREN ANN CRESSY LPN

MILWAUKEE WI

REPRIMAND/LIMITED/COSTS

Worked as a nurse during the time her license was expired. Effective 1/7/2000. Sec. 441.10(3)(b), Stats. Case #LS0001071NUR

TERRI LEE JOHNSON RN

STOUGHTON WI

REPRIMAND

While employed made medication administration and documentation errors. Has previously been disciplined by the board. Effective 1/7/2000. Sec. 441.07(1)(b),(d), Stats. N 7.04, 7.04(15) Case #LS0001077NUR

DEBORAH E KLOSS RN

WHITEFISH BAY WI

SUSPENDED

During her employment she developed an inappropriate personal relationship with an incompetent adult resident of the facility. Suspended for an indefinite period of time. Effective 5/19/2000. N 7.04 Case #LS0003271NUR

ANGELA M HANAMAN RN

WHITEFISH BAY WI

STAYED SUSPENSION/LIMITED

Reported for duty with cocaine in her blood stream. A drug screen was positive for cocaine metabolite. Suspended indefinitely, stayed with limitations imposed. Effective 3/3/2000. N 7.03(2), N 7.04(1),(2),(15) Case #LS0003038NUR

JACK M GABOR RN
MILWAUKEE WI SUSPENDED
While employed diverted controlled substances, morphine and Demerol, from the PYXIS medication dispensing system for his personal use. Suspended indefinitely. Effective 3/3/2000. N 7.03(2), 7.04(1), (2), (15) Case #LS0003036NUR

PETER LITZAU RN
WEST ALLIS WI SUSPENDED
By his own admission he has a long history of alcohol and cocaine dependence, and has been in treatment. In March 1999 he experienced a relapse and commenced treatment. His license is suspended indefinitely. May apply for a stay of the suspension after 6 months. Effective 1/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0001079NUR

COSETTE S GAGNER RN
CROSS PLAINS WI SUSPENDED
Convicted of felony theft in which she was granted a full pardon. Provided false information and failed to report information on a background information disclosure form relating to that conviction. Engaged in inappropriate sexual contact, exposure, gratification and other sexual behavior with a patient who was housed in a medium security forensic unit, and provided that patient with preferential treatment not provided to other patients. In February 2000, was charged with two counts of second degree sexual assault of a patient. The criminal charges are unresolved at this time. Suspended for five years, effective 3/3/2000. N 7.04(1),(11) Case #LS0003037NUR

JAMES JABLONSKI LPN
WEST ALLIS WI SUSPENDED
Following his duty shift medications and their medication cards were missing. He was responsible for this documentation. He claimed the medications were destroyed but could not account for the missing documentation. His license is suspended indefinitely. He may apply for a stay of the suspension. Effective 1/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS9911302NUR

RAE E EDWARDS RN
BARABOO WI REPRIMAND/LIMITED
During July 1999 was responsible for a number of medication discrepancies during her duty shift. Effective 1/7/2000. Sec. 441.07(1)(b),(c),(d),

Stats. N 7.03(1)(a),(b),(c), 7.04(1),(15) Case #LS0001072NUR

ROSEMARY PIONKE LPN
ELDORADO WI LIMITED
Provided care to a young male resident with Huntington's Disease. The resident routinely engaged in inappropriate touching of others. In response to an incident she forcefully poked the resident with her fingers on his head, shoulders and chest while asking him "How do you like that?" Effective 1/7/2000. Sec. 441.07(1)(d), Stats. N 7.04(4) Case #LS00010712NUR

MAUREEN E HANNON RN
STEVENS POINT WI SUSPENDED
Reported for duty while intoxicated. Her blood alcohol content was measured at 0.263. Has participated in treatment. Has failed to maintain sobriety during outpatient treatment. Is not currently engaged in nursing practice. License suspended indefinitely. May apply for a stay of the suspension after six months. Effective 1/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0001076NUR

HOLLY I DAVIS RN
EAU CLAIRE WI SUSPENDED
While employed diverted 14 ampoules of 50 mg Demerol and 4 ampoules of 50 mg Demerol from stock supplies for her own use. Admitted to using some drugs while on duty. Admitted diverting Vicodin from her employer in previous months. Is not currently practicing as a nurse. Suspended indefinitely. Effective 3/3/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0003035NUR

DEBORAH KARIN SARNA LPN
OGDENSBERG WI STAYED SUSPENSION/LIMITED
While employed diverted approximately 106 tablets of Darvocet N-100, 45 tablets of Tylenol #3, 212 tablets of Vicoprofen and 310 tablets of Vicodin from medical cart supplies for her own personal use. Suspended indefinitely; suspension stayed for 3 months. Effective 3/3/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS00030312NUR

JEAN K GOTZMAN RN
MADISON WI STAYED SUSPENSION/LIMITED
During 1997 became dependent on Percocet. Began consuming alcohol to cover drug

withdrawal symptoms, and then began diverting Dilaudid from her employer to alleviate her hangovers. No patient medications were diverted. Has participated in treatment but has relapsed. Her license is suspended for a period of not less than 5 years. The suspension is stayed for three months with limitations imposed. Effective 1/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0001075NUR

LINDA J WISTROM-KLAWITER, RN
EAU CLAIRE WI SUSPENDED
While employed diverted 10 mg containers of injectable morphine sulfate from her place of employment for her personal use. She injected one dose of the morphine sulfate while on duty. Suspended indefinitely. May apply for a stay of the suspension. Effective 1/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS00010716NUR

ANN MARIE SCHUCK RN
PORT WASHINGTON WI SUSPENDED
Took oxycodone from a patient at his home. Substituted it with Tylenol. Suspended indefinitely. May apply for a stay of the suspension. Effective 5/19/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0005196NUR

CYNTHIA ANN SCHELLER LPN
LITTLE CHUTE WI
REPRIMAND/SURRENDER
While employed telephoned in prescription orders for herself as patient for Tenuate, using the name of a physician as the prescriber. Effective 7/7/2000. Sec. 441.07(1)(b),(d), Stats. N 7.04(1),(2),(5),(15) Case #LS0007074NUR

MICHELE LOUISE MCKENNA LPN
HERMANTOWN MN REVOKED/COSTS
Convicted in Minnesota of procuring a controlled substance by fraud, a felony. Minnesota suspended her license. Tampered with patients' medications. License and right to renew revoked. Effective 5/19/2000. N 7.03(1)(a),(b),(c) 7.04(1),(2),(4),(6),(7) Case #LS0001121NUR

GINA L STERWALT LPN
MONROE WI REPRIMAND/COSTS
Worked as a nurse during the time her license was expired. Effective 1/7/2000. Sec. 441.10(3)(b), Stats. N 7.04(15) Case #LS00010715NUR

GERALDINE M WAGNER RN
WHITEHALL WI SUSPENDED
Diverted oxycodone and meperidine from her place of employment for her own use. Suspended indefinitely. May apply for a stay of the suspension. Effective 5/19/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0005195NUR

KATHLEEN M ROBERGE RN
EAU CLAIRE WI
STAYED SUSPENSION/LIMITED
Has been issued citations for operating a motor vehicle while under the influence of an intoxicant on 12/30/98 and 5/12/99. Also admitted to the use of cocaine. Her license is suspended indefinitely, and the suspension is stayed for three months with limitations imposed. Effective 1/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS00010713NUR

MAURI LYNN FOWLER LPN
MILWAUKEE WI SUSPENDED
On 5/14/99 the board imposed disciplinary action against her license based upon a 1992 conviction for felony forgery; a 1998 conviction for misdemeanor theft; and a post employment offer drug screen that was positive for cocaine. Applied for employment without disclosing the existence of the disciplinary order; falsely indicated she had no conviction record and that she had no disciplinary action against her license. Failed to inform the department monitor of her employment, failed to obtain board approval of her work setting, and failed to inform her employer of the need for supervision and work reports. Suspended indefinitely. Effective 3/3/2000. Sec. 441.07(1)(b),(d), Stats. N 7.04(13),(14),(15) Case #LS0001181NUR

TAMMY L JOVAAG RN
HOLCOMBE WI SUSPENDED
Has been the subject of substance abuse for the past 18 years. Has been disciplined twice by the board. Has received citations for OWI on 5 different occasions. Suspended indefinitely. Effective 3/3/2000. N 7.03(2), 7.04(1),(15) Case #LS0003039NUR

KAREN J SCHUMACHER RN
LA CROSSE WI
STAYED SUSPENSION/LIMITED
Was observed signing out Percocet tablets from another team's medical cart and ingesting the

medication. When confronted she admitted to taking several Percocet from patient supplies for her own use each work shift for a period of approximately nine months. Her license is suspended indefinitely, and the suspension is stayed for three months with limitations imposed. Effective 1/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS00010714NUR

JULIE ROSE MALMQUIST RN
AMERY WI SUSPENDED
Possession of medications taken from a locked medical cabinet. Diverted other medications. Suspended indefinitely. May apply for a stay of the suspension. Effective 5/19/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0005194NUR

MARY E BLOEDORN LPN
HARTFORD WI REPRIMAND/COSTS
Worked during the time her license was expired. Effective 7/7/2000. Sec. 441.10(3)(b), Stats. N 7.04(15) Case #LS0007071NUR

ELIAB NER LOZADA-SERRANO, RN
MILWAUKEE WI SUSPENDED/COSTS
Convicted of the crimes of obtaining prescription drugs by fraud, and theft of movable property. The offenses which led to the convictions involved the diversion of a quantity of injectable morphine from patient supplies. Effective 7/7/2000. Sec. 441.07(1)(b),(d), Stats. N 7.04(1) Case #LS0003291NUR

CATHERINE T NARLOCK RN
WATERTOWN WI
STAYED SUSPENSION/LIMITED
Convicted of operating a motor vehicle while under the influence of an intoxicant. While employed was observed to have the odor of intoxicants about her person, and to have difficulty in performing nursing functions. Is not currently engaged in nursing practice. Suspended indefinitely; suspension stayed for 3 months. Effective 3/3/2000. N 7.03(2), 7.04(1),(15) Case #LS00030311NUR

DAWN D MUSA LPN
STOUGHTON WI REPRIMAND/COSTS
Worked during the time her license was expired. Effective 7/7/2000. Sec. 441.10(3)(b), Stats. N 7.04(15) Case #LS0007073NUR

TODD C GROHALL RN
WEST ALLIS WI SUSPENDED/COSTS
Convicted twice of the misdemeanor offense of possession of marijuana. Made numerous medication errors while employed as a registered nurse. License suspended for an indefinite period of time. Effective 7/7/2000. Sec. 441.07(1)(a),(b),(c),(d), Stats. N 7.03(1)(a),(b), 7.04(1),(2),(4),(15) Case #LS0001251NUR

SHARON ROSE SULESKI LPN
WAUKESHA WI REPRIMAND/COSTS
Worked during the time her license was expired. Effective 7/7/2000. Sec. 441.10(3)(b), Stats. N 7.04(15) Case #LS0007072NUR

MARY LOU STILL CHURCH RN
MADISON WI
STAYED SUSPENSION/LIMITED
Obtained a prescription order pad from her employer. Prepared and passed false prescription orders to obtain acetaminophen with codeine for her personal use. Effective 7/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0007079NUR

GARY L SITTIG RN
WEST ALLIS WI LIMITED
Struck with open hand the back of a patient's head after patient had knocked a television to the floor twice. Complete education by 11/19/2000. Effective 5/19/2000. Sec. 441.07(1)(d), Stats. N 7.04(4) Case #LS0005198NUR

MARY A KANITZ LPN
SAINT FRANCIS WI LIMITED
Intervention in regard to a patient who had fallen fell below minimal nursing standards. Complete education by 11/19/2000. Effective 5/19/2000. Sec. 441.07(1), Stats. N 7.03(1) Case #LS0005197NUR

WILLIAM M DILLEY RN
BEAVER DAM WI
STAYED SUSPENSION/LIMITED
While employed diverted a controlled substance, injectable morphine, from IV supplies for his personal use. Is not currently engaged in the practice of nursing. Suspended indefinitely; stayed with limitations imposed. Effective 5/19/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS00051910NUR

THOMAS MICHAEL SCHMIDT II, RN
WATERTOWN WI SUSPENDED
While employed diverted morphine sulfate, a controlled substance, from his employer for his personal use. Suspended indefinitely. May apply for a stay of the suspension. Effective 5/19/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0005193NUR

ARLENE RAE MACKIE RN
SUPERIOR WI
STAYED SUSPENSION/LIMITED
In June, 1999, the Minnesota board suspended her license, due to the use of alcohol. Also diverted Lortab from her current employer and stealing morphine and propoxyphene from a prior nursing employer. Effective 7/7/2000. N 7.03(2), 7.04(1),(2),(7),(15) Case #LS0007076NUR

GAIL M RABSKA RN
BABCOCK WI
STAYED SUSPENSION/LIMITED
Convicted of two misdemeanor counts of possession of an illegally obtained prescription. Suspended indefinitely. The suspension is stayed with limitations imposed. Effective 5/19/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS00051914NUR

MARY M KOZINA RN
SUAMICO WI REPRIMAND/LIMITED
Telephoned in a prescription order to a pharmacy, falsely representing that she was an employee of a clinic with authority to order the medication. Education by 11/19/2000. Effective 5/19/2000. Sec. 441.07(1)(b), (d), Stats. N 7.03(1)(a), 7.04(2), (15) Case #LS0005199NUR

DIANNA J MASBRUCH RN
DARLINGTON WI
STAYED SUSPENSION/LIMITED
Diverted Vicodin, Percocet and morphine from her place of employment for her personal use. Effective 7/7/2000. N 7.03(2), 7.04(1),(92),(15) Case #LS0007075NUR

ELIZABETH E HESS RN
MILWAUKEE WI
STAYED SUSPENSION/LIMITED
Diverted controlled substances from a locked medical cabinet for her personal use. Effective 7/7/2000. N 7.03(2), 7.04(1),(2),(15) Case #LS0007077NUR

ANNE L BEMUS RN
APPLETON WI REPRIMAND/LIMITED
Arrested for attempting to obtain a prescription drug, triazolam, by fraud. Effective 7/7/2000. Sec. 441.07(1)(b),(d), Stats. N 7.04(1),(2),(15) Case #LS0007078NUR

PAMELA JEAN OLSON LPN
OAK PARK HEIGHTS MN
REPRIMAND/LIMITED/COSTS
Worked during the time her license was expired. Effective 7/7/2000. Sec. 441.10(3)(b), Stats. N 7.04(15) Case #LS00070710NUR

ALERT ALERT ALERT
The next renewal for Licensed Practical Nurses will be April 30, 2001. Renewal notices will be mailed about 6 weeks prior to that date. Please remember to include your Social Security Number on your renewal form.

Department of Regulation and Licensing
Board of Nursing
P.O. Box 8935
Madison, WI 53708-8935

Return Service Requested

REGULATORY DIGEST

Bulk Rate
U.S. Postage
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Telephone Directory

Automated Phone System for Chiropractic, Acupuncture, Massage Therapists and Bodyworkers, Music Art and Dance, Marriage & Family Therapists, Nursing, Optometry, Professional Counselors, Psychology, & Social Workers: (608) 266-0145

Press 1 To Request an Application
Press 2 Status of a Pending Application
Press 3 Verification of Credential Holder
Press 4 Name and Address Changes
To Request the Wisconsin Statutes and Administrative Codebook
Complaint Against a Credential Holder
To Request a Duplicate Credential
Renewal of a Credential
Legal Questions
Press 5 To repeat this menu or if you are calling from a rotary telephone, stay on the line and your call will be answered in the order received.
FAX: (608) 261-7083

Quick Keys

The following voice mail “**short cuts**” could be sent out with renewal notices and/or otherwise published:

To request a license application for your profession, just dial (608) 266-0145, then enter the Quick Key numbers below for the profession you want:

Registered Nurse Endorsement:	Press 1-2
Licensed Practical Nurse Endorsement:	Press 1-2-2
Registered Nurse Exam	Press 1-2-3
Licensed Practical Nurse Exam	Press 1-2-4
Foreign Nursing Graduate	Press 1-2-5
Advanced Practice Nurse Prescriber	Press 1-2-6
Nurse Midwife	Press 1-2-7

Verifications

For our new “online Verification of Credential Holders” visit our Website at www.drl.state.wi.us and click on the “Credential Holder Query” button.

Endorsements

Requests for endorsements to other states must be in writing. The cost is \$10. Please make check or money order payable to the Department of Regulation and Licensing.

Digest on Web Site

The November 1997, June, 1998, September, 1998, April, 1999, and September, 1999 digests are on the Web.

Visit the Department’s Web Site

<http://www.drl.state.wi.us>
Send comments to dorl@drl.state.wi.us

Board of Nursing Meeting Dates:

August 31-September 1, 2000 November 2-3, 2000

Change of Name or Address?

Please photocopy the mailing label of this digest, make changes in name or address, and return it to the Department. Confirmation of changes are not automatically provided.

Wisconsin Statutes and Code

Copies of the Wisconsin Statutes and Administrative Code for the Board of Nursing can be ordered through the Board Office. Include your name, address, county and a check payable to the Department of Regulation and Licensing in the amount of \$5.28. The latest edition is dated March, 2000.

WIS. STATS. S. 440.11 ALLOWS FOR A \$50 PENALTY TO BE IMPOSED WHEN CHANGES ARE NOT REPORTED WITHIN 30 DAYS.